

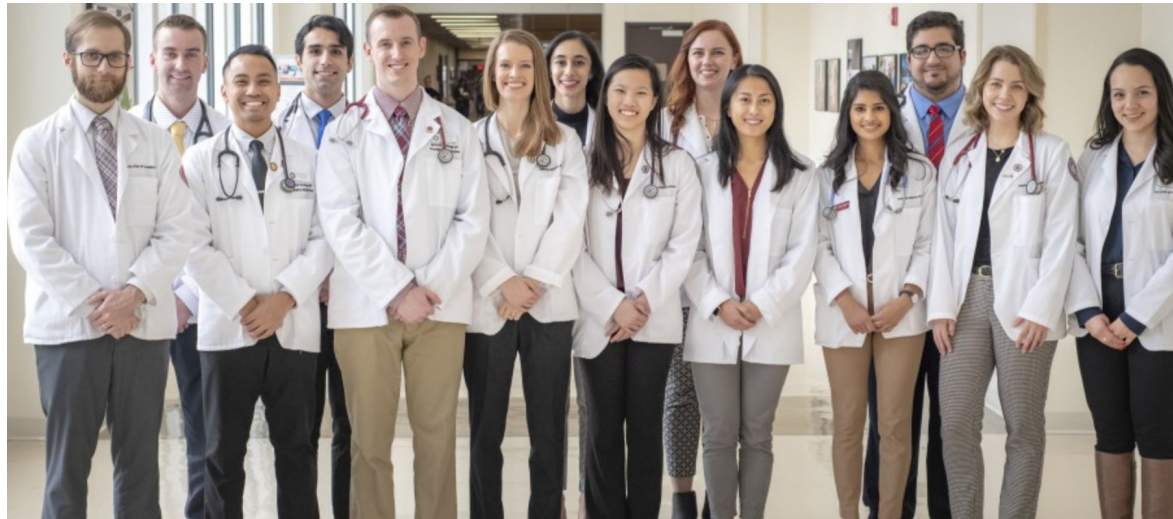
Peer Directed Advocacy Education: Embedding Anti-Racism into Leadership Training at a Student-Led Free Clinic

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The Interprofessional Community Clinic at Rosalind Franklin University

- Student-led free clinic in Lake County, IL
 - Provides services in medicine, podiatry, behavioral health, and physical therapy
 - Led by interprofessional (IP) students across different graduate health programs



Health Diversity Task Force



- ICC leadership reflect on events in 2020 & our role in perpetuating systematic racism in healthcare
- Focused on structural and organizational changes
- Formed internal task force & collaborated with institute's D&I office to:
 - Evaluate ICC mission and recruitment process
 - Develop executive positions & recruit faculty advisor
 - **Develop Justice, Equity, Representation & Inclusion (JERI) training for incoming executive leadership**

Administration Methods

- **Led by:** Outgoing student leadership & Dr. Heather Kind-Keppel, Executive Director of Diversity & Inclusion
- **Audience:** Incoming student leadership (IP 1st & 2nd year)
- **Timing:** Three 2-hour sessions completed over one weekend
- **Delivery:** Synchronous, didactic, and interactive workshop via Zoom

Training Objectives

1. Learn historical context of systemic and structural racism in medicine and healthcare.
2. Recognize influences of social structures on patient health, practice of healthcare and develop strategies for responding to structures in clinical settings and beyond.
3. Understand structural violence, reflect on privilege, and recognize responsibility to proactively challenge disparate systems.

Session 1

Create Ground Rules

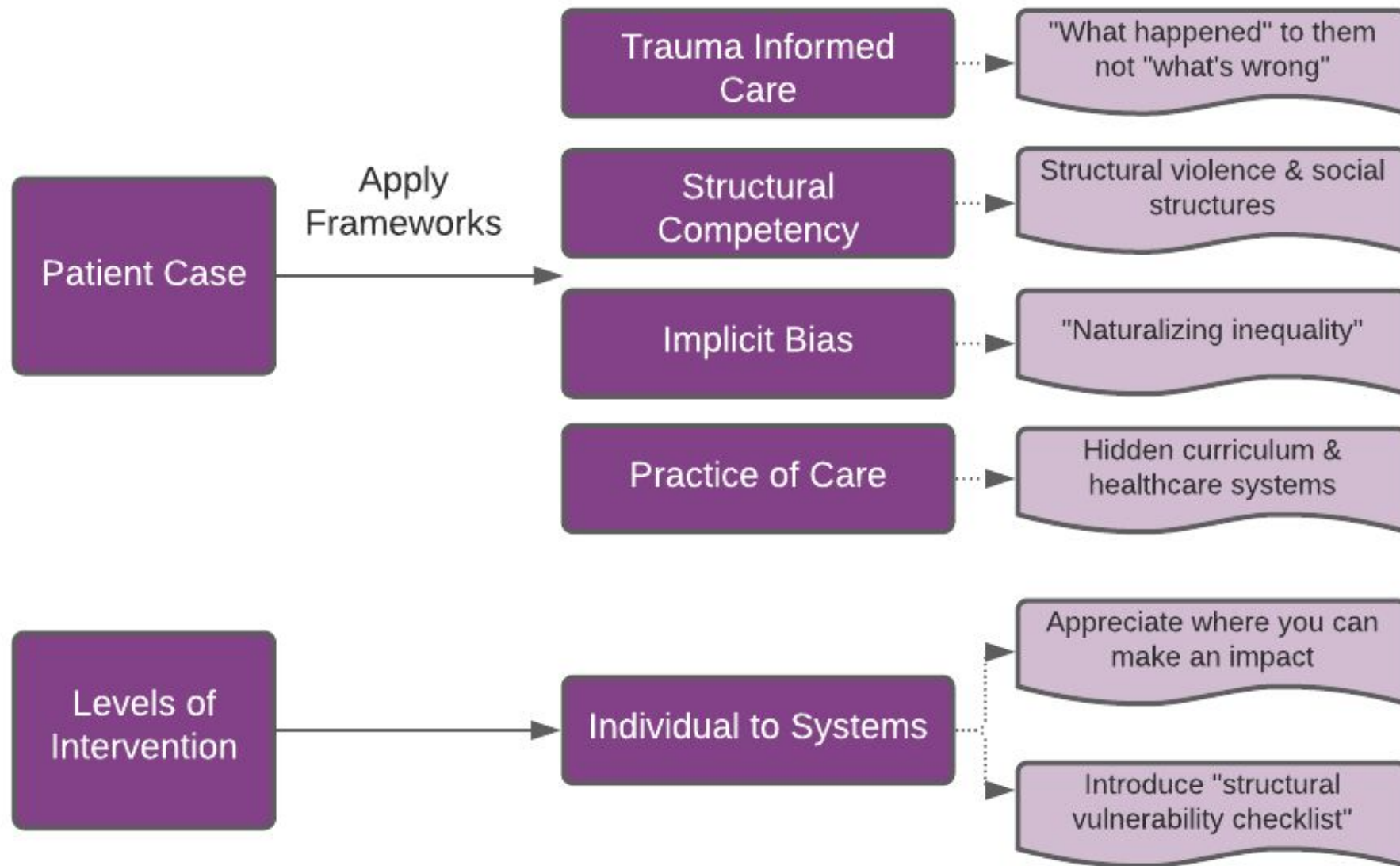
Defining Concepts

1. Define terms including race, ethnicity, culture, and racism
2. Identify actions that perpetuate inequities
3. Specify our goals and values as leaders and future healthcare providers

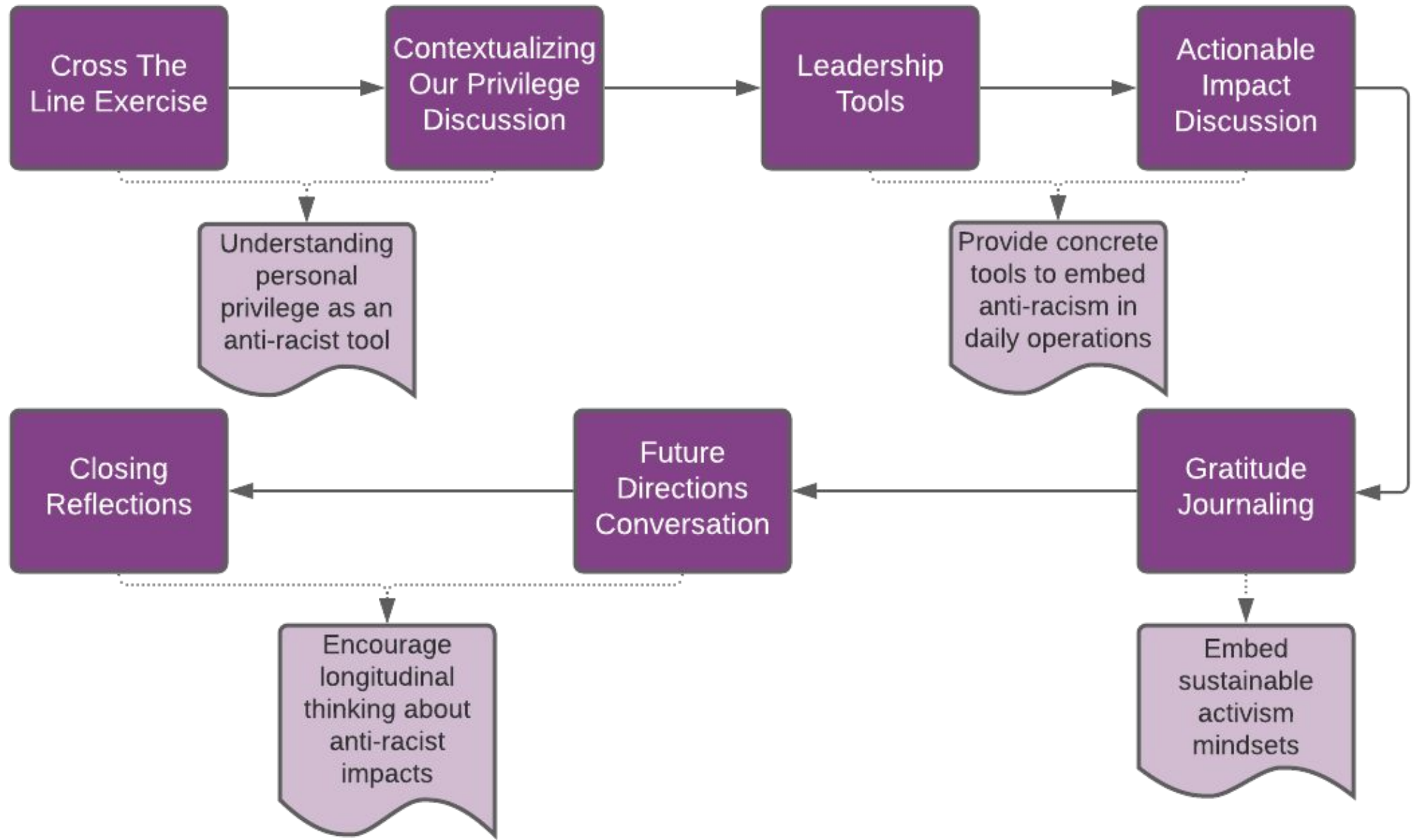
History and the Roots of Structural Racism

1. Discuss historical events that have occurred due to structural racism
2. Address how many current advances in healthcare exist due to the exploitation of minority and racially marginalized groups

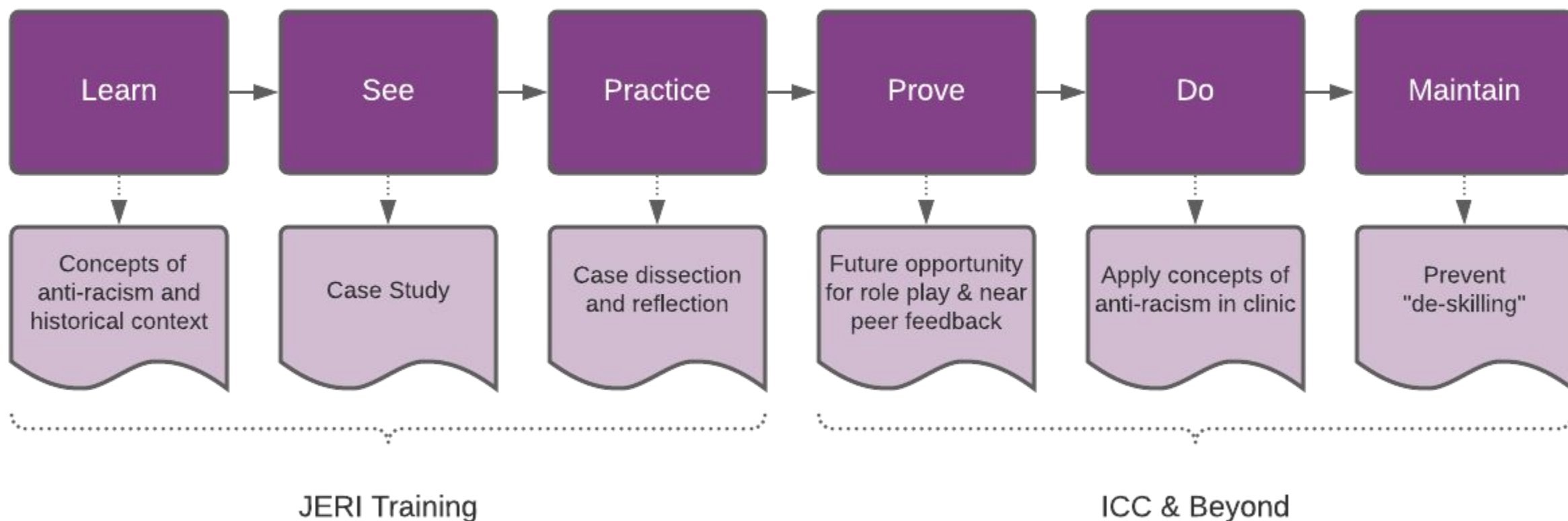
Session 2



Session 3



Contextualizing Anti-Racism



Limitations

TIME

- Anti-racism content is vast and cannot all be captured in a single training
- Students have many time restraints, making long trainings more difficult to implement

REACH

- Participants currently limited to ICC Executive Board (16 students per year)
- COVID prevented in-person training, which contributed to decreased attendance incentive

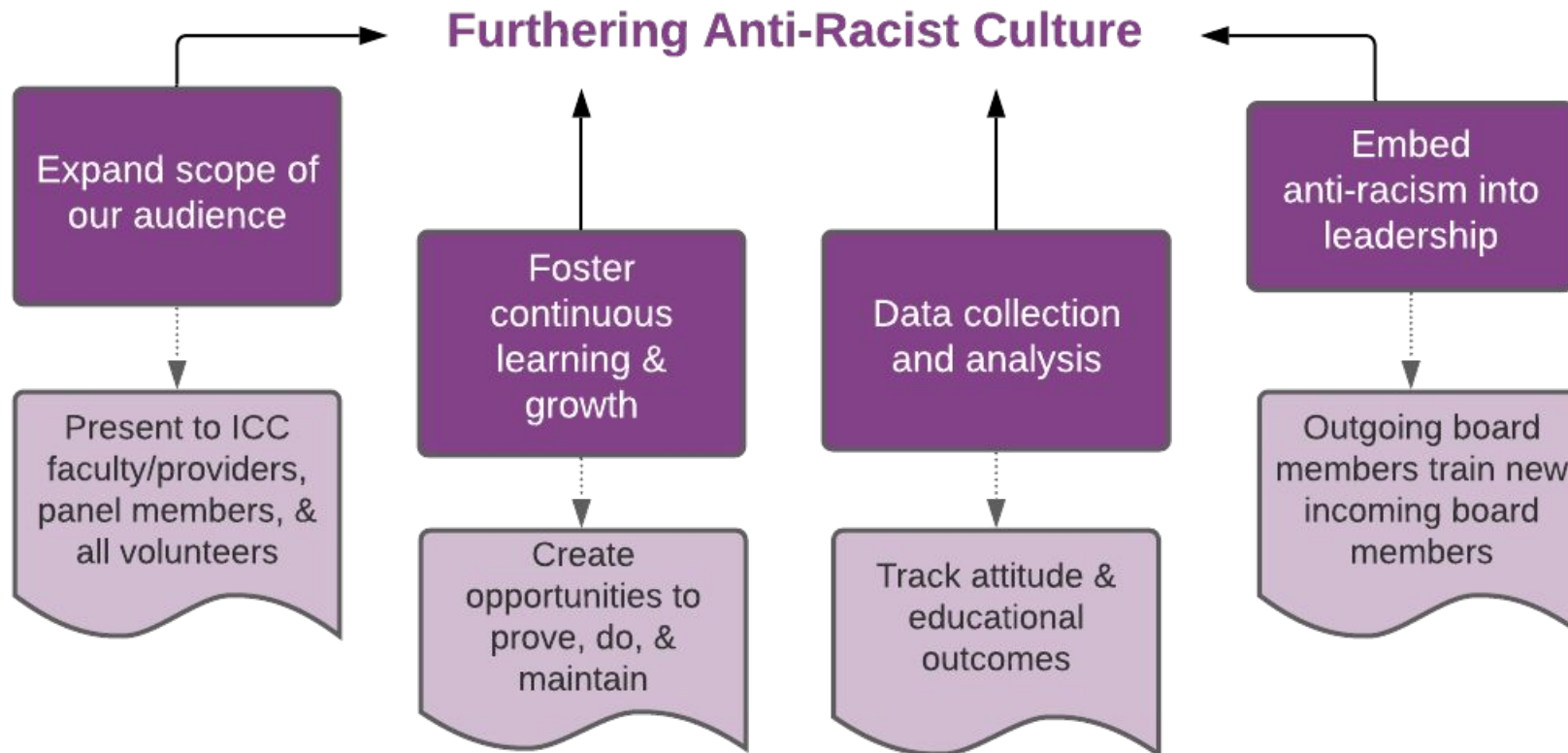
EXPERTISE

- Input from experts in the field and dedicated scholars was limited
- Acute need for training limited availability of administrative support for compensating expert collaborators

SUSTAINABILITY

- Annual leader turnover limits ability to implement longitudinal training
- Contingent on future leadership committing to perpetuating an anti-racist culture

Future Directions



Questions?

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Resources:

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